
PROSCI CHANGE MANAGEMENT PROGRAMS



This pearl began with one grain of sand.
Building the internal competency to manage
change begins with one person.

WHY CHOOSE PROSCI?

CUSTOMERS SAY THEY CHOOSE PROSCI FOR THEIR CHANGE MANAGEMENT APPROACH BECAUSE THE METHODOLOGY AND TOOLS ARE:

RESEARCH-BASED

Prosci's change management materials utilize best practices research from more than 2,000 end-users worldwide.

HOLISTIC

Prosci's best-of-the-best change model and structured process provide a comprehensive framework for managing change at all levels, from top-level executives to front-line employees.

EASY-TO-USE

Prosci's tools, templates and checklists are easy to learn and easy to apply.



Prosci is uniquely positioned to help your organization build internal competency in change management. As a research firm and learning organization, Prosci provides training and resources for:

- Executives and senior leaders
- Managers and supervisors
- Project teams
- HR and training groups
- Employees

In addition to the courses offered directly by Prosci, we provide train-the-trainer programs to enable you to deploy change management throughout your organization. We give you the knowledge, resources, processes and tools to achieve project success and build the competency to manage change.

PROSCI'S CHANGE MANAGEMENT PROCESS

PHASE 1 PREPARING FOR CHANGE

Define your change management strategy

Prepare your change management team

Develop your sponsorship model

PHASE 2 MANAGING CHANGE

Develop change management plans

Take action and implement plans

PHASE 3 REINFORCING CHANGE

Collect and analyze feedback

Diagnose gaps and manage resistance

Implement corrective actions and celebrate successes

THE ADKAR[®] MODEL

Learn how to use the popular individual change model developed by Prosci

AWARENESS

DESIRE

KNOWLEDGE

ABILITY

REINFORCEMENT



ONSITE CHANGE MANAGEMENT PROGRAMS FOR ALL LEVELS OF YOUR ORGANIZATION

CHANGE MANAGEMENT CERTIFICATION PROGRAM

This three-day change management program utilizes Prosci's research-based Change Management Methodology, ADKAR Model, Change Management Toolkit and Change Management Pilot. At the end of the program, participants are certified in Prosci's Change Management Methodology and are able to lead their organizations through both incremental and radical changes.

Real project work

Participants bring a real project from their organization and apply Prosci's change management tools, research and methodology.

Who should attend?

Prosci's Change Management Certification Program is designed for employees that are responsible for managing change on a specific project or building change management competency within their organization. This includes project managers, project team members, HR leaders, OD leaders, change management team members, sponsors of change, consultants and trainers.

Participants will:

- Apply Prosci's change management tools, research and methodology to an actual project from their organization.
- Utilize best practices research from more than 2,000 organizations worldwide.
- Create, customize and scale a change management strategy and plan for their project.
- Learn to use the ADKAR Model to help managers and supervisors effectively manage the people side of change.
- "Hit the ground running" with a change management plan upon returning to work.

COURSE TOPICS

Psychology of Change

Prosci's 3-Phase Process for Managing Change

Return on Investment (ROI) of Change Management

Best Practices in Change Management

ADKAR Model

Change Management Strategy

Communication Plan

Sponsorship Roadmap

Training Plan

Coaching Plan

Resistance Management Plan

Master Change Plan

Reinforcing Change



CHANGE MANAGEMENT COACHING PROGRAM

According to a Prosci research study with 411 participants, managers and supervisors play one of the most critical roles in helping employees through change. Prosci's Change Management Coaching Program focuses on the power of individual coaching, how to avoid common manager mistakes, and techniques for managing resistance.

Who should attend?

This one-day program is ideal for managers and supervisors who are helping their employees transition through change.

Participants will:

- Learn to use the ADKAR Model to coach individual employees through change.
- Take part in role plays and exercises to learn how to manage employee resistance.
- Be able to lead employees through both radical and incremental change.

CHANGE MANAGEMENT ORIENTATION FOR EMPLOYEES

Prosci realizes that successful change relies on the acceptance and engagement of your employees, one individual at a time. This half-day program, based on the *Employee's Survival Guide to Change* and the ADKAR model, is an instructor-led workshop that has been designed to be taught by your staff or by Prosci instructors.

Who should attend?

The Change Management Orientation for Employees program is designed for front-line employees impacted by change in your organization.

Participants will:

- Gain a feeling of control over the change process.
- Learn the concepts of change management.
- Understand how to use the ADKAR model as a change tool.
- Engage in the changes underway in the organization.

CHANGE MANAGEMENT SPONSOR PROGRAM

Active and visible sponsorship is the number one contributor to overall project success. This 4–6 hour program will help your leaders embrace their role in the change process. They will discover that “visible and active sponsorship” is more than simply authorizing resources or providing funding.

Who should attend?

Prosci's Change Management Sponsor Program is designed for executives and senior leaders that serve as sponsors of change.

Participants will:

- Learn the critical connection between change management and business results.
- Fully understand the role of effective executive sponsorship.
- Be able to build support among key business leaders.
- Strategically position their projects for success.

TRAIN-THE-TRAINER PROGRAM

Would you like to teach Prosci's change management programs internally?

Prosci offers a Train-the-Trainer Program that would enable you to conduct the Certification Program or other change management programs for your organization. Materials for these programs can be purchased from Prosci or arranged through a license agreement. Contact a training analyst at training@prosci.com or 1-970-203-9332 for more information.

Contact us to learn more.

www.change-management.com

training@prosci.com

1-970-203-9332

CLIENTS FROM AROUND THE WORLD



Prosci has been directly engaged in knowledge transfer and coaching of executives and project teams for very diverse groups, including some of the largest companies and government agencies worldwide. These organizations have selected Prosci as a best-of-the-best provider for change management methodology, tools and models.

Having an in-depth understanding of your needs and goals is fundamental to how we work with you.



TESTIMONIALS

"If we had the opportunity to attend Prosci's change management training and to use these tools before starting this project we could have cut the amount of time and money spent by at least 50%."

Jose G., Director of Human Resources

"Absolutely fantastic. The balance of exercises, training, self-work and bonding is a winning combination. I wish all training was as effective."

Sharon D., Business Analyst

"Amazing experience—career changing for me. What I learned at Prosci's Change Management Program will allow me to transform my organization."

Shelly Z., AVP, Manager, Organizational Performance Management

"Outstanding in both content and delivery, well researched, practical, user-friendly and highly interactive. After 14 years, the best methodology I have found, and a truly professional organization."

Catherine S., Change Management Consultant

"Great value for the money—an incredible amount of knowledge and material. Commitment from Prosci is second to none. I have never been in a better course."

Sandra A., Director of Organizational Development & Learning

PROSCI BY THE NUMBERS

38,000

Members of Prosci's change management community on change-management.com

4,000

Participants in Prosci's change management programs to date

2,000

Organizations that have contributed to Prosci's best practices research since 1998

66

Percent of Fortune 100 companies that have purchased Prosci's change management material or attended Prosci's training

59

Countries that have participated in Prosci's change management best practices research

6

Longitudinal studies on change management that Prosci has conducted over the last ten years

CONTACT US TODAY TO SCHEDULE YOUR CHANGE MANAGEMENT TRAINING PROGRAM.

Prosci

WEBSITE: WWW.CHANGE-MANAGEMENT.COM

E-MAIL: TRAINING@PROSCI.COM

PHONE: 1-970-203-9332

